



SOUTH CAROLINA

RICHLAND COUNTY

Richland County School District One
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Program Overview

Richland One School District in South Carolina is implementing a Pay for Results plan that provides bonuses to all school staff based on schoolwide and individual classroom performance. The Richland One School Board allocated \$1 million to implement the program, which began in the 2007–08 school year.

The district provides three ways that school staff can earn a bonus for school performance: earning a Palmetto Gold or Palmetto Silver award for high student achievement or growth in student achievement on the state's Palmetto achievement test; improving the school's report card index, which measures achievement of state standards; or increasing the school's improvement index which compares current students performance on the state test with student performance in previous years on the same test in the same grade. In addition, a school must meet or exceed a teacher attendance rate of 95 percent to be eligible for the school performance award. Certified employees receive \$1,000; classified employees who provide direct instructional services receive \$350; and classified employees who do not provide direct instructional services receive \$150.

Teachers also earn bonuses for the learning gains their students make. The district employs a variety of assessments to measure individual teacher performance, including the TerraNova, the Palmetto Achievement Challenge Tests, End-of-Course Examination Program tests, the High School Assessment Program tests, and advanced placement and international baccalaureate exams. The district developed a methodology for calculating gains at different grade levels: Bonuses for individual teacher performance are worth \$1,000 for teachers with fewer than nine students and \$2,000 for those with nine or more students.

Program Information

- [Pay for Results Description](#)
- [Pay for Results Methodology](#)
- [Pay for Results Presentation](#)
- [A+ Schools Recruitment Page](#)



Select Articles and Reports

- South Carolina Oversight Committee, Division of Accountability. (March 2001). [Criteria and Procedures for the Palmetto Gold and Silver Award Program](#).